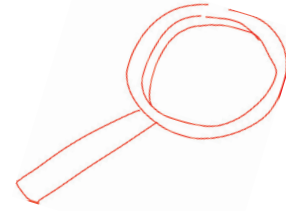


Insight Activity 2: 'Behind the Scenes'

Insight activity 2: 'Behind the scenes'



For a video overview of the three Insight Activities, [click here](#).

	Running time	# of staff required	Preparation required
Part 1	30 mins	1-2	Develop a 20-minute interactive presentation on your organisation and allocate a staff member (or two) to deliver it. Identify the roles within your organisation that best suit each of the 16 personality types from Insight Activity 1 and add them to the 'roles in our organisation' template included below.
Part 2	20-60 mins	1-2	Pre-arrange a tour of your organisation or external site visits
Part 3	40 mins	One for every two students	Pre-arrange a number of employees from different parts of your organisation to take part in a 30-minute interview session with the young people

Overview

Many organisations find that young people are often simply not aware of the full range of potential roles that are out there. And yet today, it is more important than ever that we encourage young people to think as broadly as possible about the roles available to them.

This Insight Activity is broken into three sections that allow the young people to learn more about your organisation and the opportunities that exist within.

Activity outline

Part 1: Presenting your organisation

Design and run an interactive presentation/workshop that introduces your organisation to the young people. This should go for no longer than 20 minutes and highlight why your organisation exists, what it does, how it benefits society, who it employs and outline the key work areas and departments.

Consider including video clips, quizzes, promotional material, testimonials, product demonstrations, etc. to make this presentation as engaging as possible.

Following the presentation, go through the '**Roles in our organisation**' table with participants to show which roles match the different personality types from Insight Activity 1. Ask participants to circle roles that are of particular interest to them.

Part 2: Your organisation in action

Having presented the organisation to the young people, now show them the workplace in action. Take the young people on a pre-planned tour or site visit, stopping off to see employees in action and hear from them directly about the work they are doing.

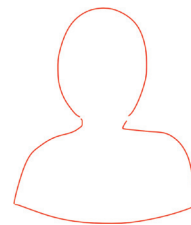
Part 3: Specific roles in detail

1. Have students engage in three, ten-minute interviews with employees.
 - Ideally, these interviews will be one-on-one, but if there are not enough employees, you may wish to have the students conduct the interviews in pairs. It is best to not have more than two students interviewing an employee at a time.
 - Before the interview begins, each employee should introduce themselves, briefly outline their job and (if possible) identify which personality types are likely to be best suited for their role.
 - A series of suggested questions is provided for students to use, but we recommend having a "question brainstorming session" prior to the interviews to allow students to come up with the questions they would like to ask. Use the provided questions only if students are struggling.
 - If time permits, you may wish to extend the length of time for each interview
2. Upon the completion of the interviews, lead a discussion with participants around which role they feel would most suit them and why.
3. You may wish to finish this session by introducing the 'MyFuture Mini Career Explorer Quiz' (www.myfuture.edu.au/MiniCareerExplorer/index.html)— a simple online tool that young people can use to help discover occupations they might like to explore.



Disclaimer: This Insight Activity is based on one developed for the BBC television programme 'What Am I Like? The Personality Test'. It is a simplified and very loose profiling tool developed by Sheryl Karpel for CareerMoves Group with Business in the Community. It is based on, but is in no way a replacement for, or a part of, the Myers-Briggs Type Indicator® questionnaire. The results are not intended to be psychometric or practical equivalents to MBTI® questionnaire results. http://www.bbc.co.uk/science/humanbody/mind/surveys/whatamilike/static_quiz.shtml

Roles in our organisation



Personality type	Possible career direction	Roles within our organisation that might be of interest
The Realist	Realists are often successful in jobs that have clear direction and involve making decisions based on facts rather than big-picture ideas.	<hr/> <hr/> <hr/>
The Analyst	Analysts are often drawn to hands-on jobs that require an analytical mind and careful organisation of large amounts of data.	<hr/> <hr/> <hr/>
The Strategist	Strategists are often attracted to jobs where decision-making is based on factual knowledge and experience is required.	<hr/> <hr/> <hr/>
The Counsellor	Counsellors are often drawn to jobs where they can help people develop emotionally, intellectually or spiritually, and where they can use their imagination.	<hr/> <hr/> <hr/>
The Nurturer	Nurturers are often drawn to jobs that allow them to help others.	<hr/> <hr/> <hr/>

The Peacemaker

Peacemakers are often drawn to jobs that allow them to serve others and require close attention to detail.

The Idealist

Idealists are often drawn to jobs where they can help people reach their potential. They are also attracted to careers that allow artistic creativity.

The Mastermind

Masterminds are often drawn to jobs requiring the logical analysis or abstract thinking common in science or technical fields.

The Go-getter

Go-getters are often attracted to a variety of careers that require attention to detail, inspiring others and problem solving.

The Advisor

Advisors are often drawn to jobs where they can help people develop their potential.

The Trendsetter

Trendsetters are innovators and are often drawn to careers that require teaching or counselling, where they can work with and help encourage the development of others.

The Big Thinker

The entrepreneurial spirit of the Big Thinkers often leads them to seek new challenges; this is often more important to them than working in a particular field or a specific career. They often like to start their own businesses.

The Supervisor

Supervisors are often drawn to jobs in management or administration that require logical planning.

The Contributor


Contributors are often drawn to jobs in education, health care or religion.

The Entertainer

Entertainers are drawn to careers that require people skills, attention to detail and performing in front of others.

The Leader

Leaders are often drawn to jobs in management where logical analysis and strategic planning are required.



Question and answer sheet for 'specific roles in detail' interviews

Interview one



What are your main tasks and duties (what do you actually do each day)?

Why is this role important to your organisation?

Who else do you work with in this role?

What skills and qualities are required for this role?

What formal qualifications are recommended for this role?

Do you need to have had previous work experience for this role and, if so, what type?

What are the best/worst things about your role?

Would you recommend this role to a young person as a good future work option? Why/why not?

What is one of the most memorable experiences you've had doing this job?

What hours do you normally work each week?

Where do you spend the majority of your work time?

What is the average salary range for a role like this?

Do you think this type of job will exist in 5–10 years' time? Why/why not?

Interview two



What are your main tasks and duties (what do you actually do each day)?

Why is this role important to your organisation?

Who else do you work with in this role?

What skills and qualities are required for this role?

What formal qualifications are recommended for this role?

Do you need to have had previous work experience for this role and, if so, what type?

What are the best/worst things about your role?

Would you recommend this role to a young person as a good future work option? Why/why not?

What is one of the most memorable experiences you've had doing this job?

What hours do you normally work each week?

Where do you spend the majority of your work time?

What is the average salary range for a role like this?

Do you think this type of job will exist in 5–10 years' time? Why/why not?

Interview three



What are your main tasks and duties (what do you actually do each day)?

Why is this role important to your organisation?

Who else do you work with in this role?

What skills and qualities are required for this role?

What formal qualifications are recommended for this role?

Do you need to have had previous work experience for this role and, if so, what type?

What are the best/worst things about your role?

Would you recommend this role to a young person as a good future work option? Why/why not?

What is one of the most memorable experiences you've had doing this job?

What hours do you normally work each week?

Where do you spend the majority of your work time?

What is the average salary range for a role like this?

Do you think this type of job will exist in 5–10 years' time? Why/why not?

Participant reflection

Of each of the roles you've learnt about at this organisation, which one do you feel would most suit you and why?

Complete the online 'MyFuture Mini Careers Explorer Quiz' and list three occupations that you might like to explore as you plan your career (<http://www.myfuture.edu.au/MiniCareerExplorer/index.html>).

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